



# navigare

Career Coaching  
for International Females  
in Science



## What is navigare about?

The coaching programme "navigare" is a joint initiative by **MAPEX** and the six running DFG-programmes **MIMENIMA, SFB1232, SFB747, SFB/TR136, GRK QM3, GRK 2224**. It addresses women PhD-students and Postdocs who come from abroad and are interested in an international science career aiming for a **professorship or a leadership position in the field of science**.

The programme is focused on the development of the participants' professional career. Therefore it offers to learn central competences for **career management** in science and its international context. The science system and its **gender-specific demands** for women will play an important role.

## Why for female international scientists only?

Female international scientists contribute greatly to the diversity of the academic landscape. While imparting new knowledge, methods, learning and teaching styles, they could develop to role-models for next generations. One day returning back home, they could establish excellent research capacities and foster long-lasting collaborations to benefit science.

Intensive research and teaching, collaborating with international partners from different disciplines, a vivid, flexible and cross-cultural working environment are important motivations for a rewarding career. At the same time, working in a foreign academic system like the German leads to many challenges. Different role-expectations, intercultural relations, understanding of career perspectives and structural differences in the Higher Education system bring additional challenges in.

Expectations of international mobility while reconciling job and family increase demands of pursuing an international career in scientific environments.

The *office for equal opportunities* aims to address these challenges by offering extra support to women scientists through the navigare coaching-programme. It is focused entirely on the individual's international career development and is providing a framework where they can bring in their own questions from an international perspective. The program aims supporting individual scientific careers as well as being ready for leadership tasks in university or extramural research and work. Establishing actively networks for later career opportunities will be another important asset of this programme. The programme focuses on challenges that especially women in international working fields might face and provides reflection and coping strategies to actively develop the own career.

## Programme Schedule

<b>Thu. 05.09.2017</b> 9:00 a.m. – 1:00 p.m.	Information Workshop
<b>Tue. 24.10.2017</b> 9:00 a.m. – 5:00 p.m.	Seminar: The German Academic System
<b>Wed. 06.12.2017</b> 9:00 a.m. – 5:00 p.m.	Coaching day: Career Paths between Academia and Economy
<b>Thu. 25.01.2018</b> 9:00 a.m. – 5:00 p.m.	Coaching day: Self-Marketing in Science
<b>Thu. 08.03.2018</b> 9:00 a.m. – 5:00 p.m.	Coaching day: Cross-cultural collaboration
<b>Thu. 26.4.2018</b> 9:00 a.m. – 5:00 p.m.	Coaching day: Networking and Tea-Time with Women Professors
<b>Wed. 30.05.2018</b> 9:00 a.m. – 5:00 p.m.	Coaching day: Resilience in stressful communication
<b>Wed. 18.07.2018</b> 9:00 a.m. – 5:00 p.m.	Coaching day: Sustainable dialogues - professional communication
<b>Thu. 30.08.2018</b> 9:00 a.m. – 1:00 p.m.	Final Evaluation

For further details on the programme schedule see the homepage of the equal opportunity office.

If you require child care during the seminars, please contact Susanne Abeld, programme director.

## Trainer

Dr. Christine Issa is advisor, trainer, coach and partner of SAMINWORLD in Düsseldorf. She has a long-standing working experience in cross-cultural project management and works as a coach and trainer for universities, research centers and entrepreneurs.

## Entrance requirements

To participate in the navigare programme, we ask you the following:

- > An above-average commitment to developing your career in science
- > Self-responsibility for achieving your objectives
- > A high motivation to learn with the group
- > Sufficient resources of time and binding participation
- > An interest in reflecting gender biases in science.

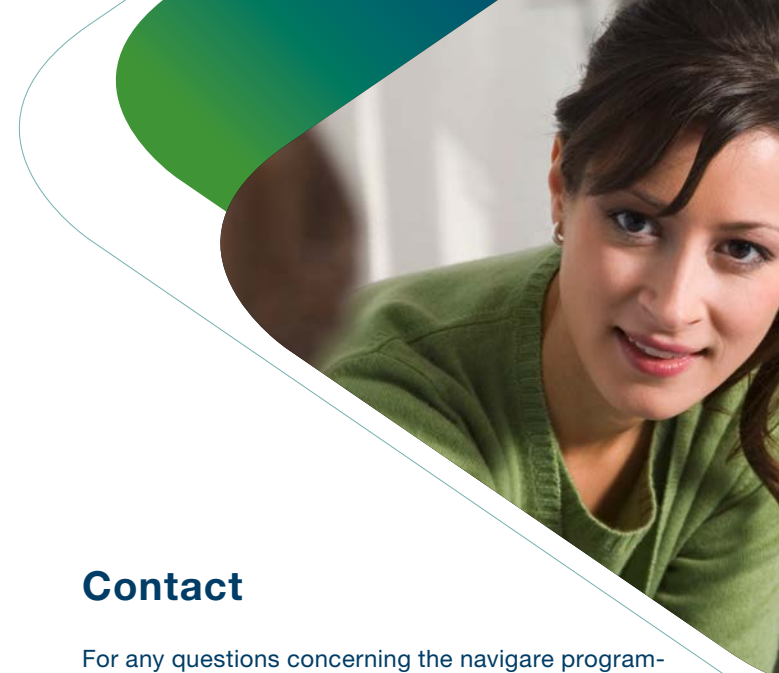
At the end of navigare you will be given a certificate. To be able to certify your participation, you need to attend at least 75% of the seminars.

## Binding registration

During a half-day kick-off workshop (5th September 2017) all interested women will have the chance to personally meet the trainer as well as the other participants, they will learn more about the aims and topics addressed with the navigare programme. Afterwards the binding registration needs to be completed until the 22nd of September. (Deadline: 22nd September 2017).

In order to register for the kick-off workshop, please contact Dr. Hanna Lühns, E-Mail: [mapex@uni-bremen.de](mailto:mapex@uni-bremen.de).

For the final enrolment for the navigare programme, please contact Dipl.Psych. Susanne Abeld, E-Mail: [chancen4@uni-bremen.de](mailto:chancen4@uni-bremen.de).



## Contact

For any questions concerning the navigare programme please contact Dipl.-Psych. Susanne Abeld, programme-director:



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